Mission and Identity Committee Minutes
September 25, 2018
Faculty Lounge – AD 144

Voting Members: M. Henninger, S.J., T. Lewandowski (Chair), J. Paravano, M. Sheeran, S.J

Also Present: K. Feely, SND (Guest-HLC Criterion Committee), S. McGinn, (Faculty Resource Person), M. Moss, (Staff Resource Person), E. Peck (Liaison), T. Pipp, S.J. (Jesuit Community), R. Rife, (Student Resource Person)

Members of the Diversity, Equity, and Inclusion Committee:
M. Barnes, E. Brown, G. Lacueva, S. Love, G. Roussey, W. Simmons, Megan Wilson-Reitz

Excused Members:

Recording Minutes: D. McTier

1. Call to Order, Welcome, Opening Prayer and Introductions – Terri Lewandowski called the meeting to order at 12:32 P.M. and read a prayer in keeping with President Johnson’s charge on Listening, “Teach me to Listen” by John Veltri, followed by Introductions of committee members.

2. Approval of Minutes – Fr. Mark Henninger motioned to approve the March 13, 2018. Minutes. Fr. M. Sheeran, second the motion. The minutes of the M & I Committee were unanimously approved by the board.
3. **Review Committee Charge and Agendas for the Year** –

   a) Committee Charge – Ed Peck
   - Reviewed September 8, 2017 revisions to Mission Committee charge, e.g. updated Board Member formation plans with focus on mission.
   - Motion to approve Committee charge was made by J. Paravano, second by Fr. Henninger, and unanimously approved by the board.

   b) Agendas for Year – Ed Peck
   - The numbering of the September 25, 2018 “Proposed Meeting Agenda Items” will be corrected prior to distribution.

4. **University Mission and Identity Office: Report on HLC Criterion 1 Draft** –

   a) Criterion 1: Mission writing team members: Ed Peck, Katherine Feely, SND, Ed Hahnenberg, and Julie Myers.

   b) Team is working to consolidate and clarify argument.

   c) Report is due October 26, 2018.

   d) E. Peck responded to questions from Board Members.

   e) M. Sheeran addressed how we are set to handle the Church abuse crisis.

   f) See committee report – attachment A

5. **Reports from Committee Resource People** –

   a) Ed Peck – Office Report
   - Provided Mission Dashboard Report, which provided historical data documenting JCU student and staff service involvement and training from 2011 thru 2018.
   - Reported on faculty and staff mission leave opportunities and specialized training e.g. AJCU seminars, Collegium, Ignatian Colleagues Program, and Companions in Mission.
   - K. Feely, SND reviewed service-related items on the dashboard, emphasized no service is mandatory and that members all faiths or no faith are welcomed to participate. Most activities are student organized and run, thus connecting students as well as developing leadership skills.
   - Fr. Sheeran suggested that the question “What Faith were you raised in?” might contribute to identifying faith traditions of people who otherwise do not declare a religious preference.
- Fr. Pipp was appointed rector of the Jesuit community in Cleveland, Ohio, in June, 2018. He is superior of the local Schell House Jesuit Community and of the Jesuits at St. Ignatius High School.
- Reported on the mid-September meeting of the superiors of the Midwest Province of Jesuits.
- Informed the Board of upcoming meetings with other Jesuit Universities, meeting of superiors of communities at Jesuit Universities, and the progress of Companions in Mission (CIM) program, and Ignatian Colleagues Program (ICP).
- Friday afternoon gatherings continue to be hosted at Schell House by Jesuit community members in collaboration with JCU Campus Ministry for JCU faculty and staff. Students have also been invited to Schell House for evening programs.

c) Sheila McGinn, Ph.D. – Faculty Resource
- The College of Arts & Science developed strategic goals and objectives for the next few years around the question of mission and identity. Their report was presented to President Johnson.
- “Theology for Teachers” in-service is scheduled for Friday, October 12. Last year, this daylong event was attended by 91 high school theology teachers from 29 different Catholic Schools from 7 different Midwest dioceses. This is the 3rd year the Breen Chair in Catholic Theology is sponsoring this event.
- The 2019 Lassiter “Continuing the Dream” Award competition will open October, 2018.
- The Core Curriculum committee is concerned about sustainability of the linked course requirement now that the initial 3-year period of offering is ending. New links are being sought to take the place of those that will “time out”.
- Several faculty are working with Campus Ministry to host a series of dialogues about the sex abuse crisis in the Catholic Church.
- The Tuohy Endowment in collaboration Peace, Justice, & Human Rights (PJHR) and several academic departments, particularly Political Science will sponsor two public lectures this fall. The lectures focus on “Religion, Nationalism, and Political Repression”. The September 13th event was attended by more than 150 students and Cleveland community members.
- Of the 20 new faculty members hired this fall only 4 are tenure-track. Faculty continues to be concerned about unsustainable work levels
due to committee service and other work that is not shared by temporary faculty.

d) Melanie Moss – Staff Resource

- Discussed Staff Council’s strategic priorities for AY 2018-2019.
- Reported on the community building & networking goals.
- Reported on the success of the campus colleague program and the effectiveness of the employee listening sessions relating to improve morale in the workplace.
- Discussed staff council’s 3 community building events; First Friday Coffee Hour (attendance averages 55 staff members); Wednesday Lunch Hour (attendance averages 12 staff members); Happy Hour (attendance averages 26 staff members).
- Staff council conducted research on the role of an ombudsperson at various institutions of Higher Education. Based on the research conducted, Staff Council will recommend that an ombudsperson be included in the Strategic Plan for Inclusive Excellence.

e) Rose Rife – Student Resource

- Reported that summer immersion trips were overwhelmingly successful. Preparations are underway for January 2019 immersions to Cuba, Jamaica, El Salvador, and US-Mexico Border.
- Reported that preparations for Manresa 36, October 19 – 21, 2018 and 37, November 9 – 11, 2018 have begun and that a solid number of applications are already been received.
- Reported the first “First Year Retreat” was highly successful this past weekend and that a second “First Year Retreat”, with an entirely different population of new students, will take place this weekend.
- Campus Ministry is in the midst of preparation for the outdoor retreat and based upon the positive feedback of last year’s retreat we are expecting a very good turnout.
- Reported a number of students have voiced concerns that the emphasis on inclusivity has somewhat impeded on their growth within their own faith. These students express they are comfortable with other religions and diversity and want all to feel welcomed, however, the need to “tip toe” around being offensive has inhibited their personal worship.
• The Mission committee decided that a follow-up conversation with Rose and Campus Ministry is needed to gain more insight, more information, and a better understanding of student’s concerns. [Note, a conversation with Camus Ministry led to the possible clarification that it is the increased emphasis on gender inclusivity and not cultural inclusivity that is the most challenging].

6. Review and Implementation of the Strategic Plan for Inclusive Excellence with members of the Diversity, Equity, and Inclusion Committee – DEI

a) The DEI committee was charged by interim President Jeanne Colleran to establish a 2-year Strategic plan for Inclusive Excellence on campus.
  i. The plan was approved by the Board of Directors May, 2018.
  ii. W. Simmons expressed concern regarding the execution of the plan, particularly in Boler - main concerns, faculty commitment – making DEI core component of the college.
  iii. E. Brown wants to ensure students understand that the plan is intended to holistically engage the community – e.g. recruitment of faculty, staff, and students, improved student experience.
  iv. S. Love voiced concern over “faculty buy-in”, “staff commitment” and “enforcement of mandatory requirements and metrics”.

b) Strategic DEI Plan Tactics
  i. E. Peck reviewed the importance of DEI in the global community, business world, and JCU’s ability to compete in academia.
  ii. M. Wilson-Reitz reported an extreme amount of effort has gone into insuring all parts of the campus community are educated in the importance of DEI, and that the campus community has participated broadly in developing the plan’s goals and objectives.
  iii. M. Barnes reported on Goal 1 Institutional Structures and Best Practices.
  v. G. Lacueva reviewed Recruiting and Retention strategies.
  vi. G. Roussey reviewed Inter-Faith Representation strategies.
  vii. S. Love reviewed strategies for diverse student recruitment.
  viii. E. Peck reported that the Board of Directors and President Johnson expect that all goals should be attainable and measurable.

c) E. Peck explained how emotionally difficult the work of DEI is and thanked the members of the committee for their service. T. Lewandowski and Fr. Henninger also thanked the DEI committee members.
Adjourn – T. Lewandowski adjourned the meeting at 2:28 P.M. for the beginning of the executive session.

**To Do List --**

1) In preparation for December 2018 BOD M&I committee meeting, Ed will gather Best Practices information for Board of Director Formation and standardized “hiring for mission” Resources from Stephanie Russell of the AJCU.

2) Sheila McGinn will provide resources following her attendance at the Jesuit Hiring Conference in Denver.

3) Ed will call Michael Sheehan to see how we should be prepared to respond to a possible HLC question on how JCU is handling “the crisis in the Catholic church/Safety of JCU students.

4) Ed will speak with Rose Rife and Camus Ministry to gain insight on students concerns with D & I on campus.